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Untitled



773 F2F Notes - 6/23/05 4:00 PM

Always lease a depreciating assets

Always buy an appreciating assets

Do Not Hire We Employees

All Changes Are Majors Changes

Minor Surgery Occurs on Someone Else

If you can avoid running your own payroll, avoid it

"We believe this about People"

Mission

Vision

Values

How do you manage?

Rutter - locus of control - I/E (Internal/External)

1. Self-managers - Dr., researchers
2. People managers - controls people work
3. Expertise manager - technology manager/in charge of the intelligence of the organization - CLO (chief learning officer)
4. Enterprise manager - CEO (responsible for the company), could be president or VP

5 Functions of a Manager (James Champy)

1. Mobilizing -
2. Enabling - give people tools to carry the job
3. Defining - goals and missions
4. Measuring - how well we are doing
5. Communicating -

773 F2F Notes - 6/25/05 4:19 PM

Harvard study - Continental Airlines

skunk works -

"Flight of the Buffalo"

Highest Needs Assessment:

	Xm	S.D.	sigma
Change	3.76	1.67	
Affiliation	3.62	1.02	
Introspection	3.52	1.44	
Intensity	3.43	1.21	
Nurturance	3.10	1.18	

Lowest Needs:

	X	S.D.	
Aggression	.067	0.73	
Deference	0.86	1.20	
Succorance	1.14	1.15	
Exhibition	1.24	1.37	

Multindex

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Text

A B C D E F G H I J L M N O P R
S T U V W X Y

A

a (2)
about (1)
affiliation (1)
aggression (1)
airlines (1)
all (1)
always (2)
an (1)
and (1)
appreciating (1)
are (2)
assessment (1)
assets (2)
avoid (2)

B

be (1)
believe (1)
buffalo (1)
buy (1)

C

can (1)
carry (1)
ceo (1)
champer (1)
change (1)
changes (2)
charge (1)
chief (1)
clo (1)

communicating (1)
company (1)
continental (1)
control (1)
controls (1)
could (1)

D

deference (1)
defining (1)
depreciating (1)
do (2)
doing (1)
dr (1)

E

e (1)
else (1)
employees (1)
enabling (1)
enterprise (1)
exhibition (1)
expertise (1)
external (1)

F

flight (1)
for (1)
functions (1)

G

give (1)
goals (1)

H

harvard (1)
highest (1)
hire (1)
how (2)

I

i (1)
if (1)
in (1)
intelligence (1)
intensity (1)
internal (1)
introspection (1)
it (1)

J

james (1)
job (1)

L

learning (1)
lease (1)
locus (1)
lowest (1)

M

majors (1)
manage (1)
manager (4)
managers (2)
measuring (1)
minor (1)
mission (1)
missions (1)
mobilizing (1)

N

needs (2)
not (1)
notes (2)
nurturance (1)

O

occurs (1)
of (5)
officer (1)
on (1)

or (1)
organization (1)
own (1)

P

payroll (1)
people (4)
pm (2)
president (1)

R

researchers (1)
responsible (1)
running (1)
rutter (1)

S

self (1)
self-managers (1)
sigma (1)
skunk (1)
someone (1)
study (1)
succorance (1)
surgery (1)

T

technology (1)
the (5)
this (1)
to (1)
tools (1)

U

untitled (1)

V

values (1)
vision (1)
vp (1)

W

we (3)

well (1)

work (1)

works (1)

X

x (1)

xm (1)

Y

you (2)

your (1)

Capitalized Words

A B C D E F H I J L M N O P R S
U V W X

A

Affiliation (1)
Aggression (1)
Airlines (1)
All (1)
Always (2)
Are (1)
Assessment (1)

B

Buffalo (1)

C

CEO (1)
Champy (1)
Change (1)
Changes (2)
CLO (1)
Communicating (1)
Continental (1)

D

Deference (1)
Defining (1)
Do (1)
Dr (1)

E

E (1)
Else (1)
Employees (1)
Enabling (1)

Enterprise (1)
Exhibition (1)
Expertise (1)
External (1)

F

Flight (1)
Functions (1)

H

Harvard (1)
Highest (1)
Hire (1)
How (1)

I

I (1)
If (1)
Intensity (1)
Internal (1)
Introspection (1)

J

James (1)

L

Lowest (1)

M

Majors (1)
Manager (1)
Measuring (1)
Minor (1)
Mission (1)
Mobilizing (1)

N

Needs (2)
Not (1)
Notes (2)
Nurturance (1)

O

Occurs (1)

P

People (2)

PM (2)

R

Rutter (1)

S

Self (1)

Self-managers (1)

Someone (1)

Succorance (1)

Surgery (1)

U

Untitled (1)

V

Values (1)

Vision (1)

VP (1)

W

We (2)

X

X (1)

Xm (1)

Numbers

0 1 2 3 4 5 6 7

0

00 (1)
0.73 (1)
0.86 (1)
05 (2)
067 (1)

1

1 (2)
1.02 (1)
1.14 (1)
1.15 (1)
1.18 (1)
1.20 (1)
1.21 (1)
1.24 (1)
1.37 (1)
1.44 (1)
1.67 (1)
19 (1)

2

2 (2)
23 (1)
25 (1)

3

3 (2)
3.10 (1)
3.43 (1)
3.52 (1)
3.62 (1)
3.76 (1)

4

4 (4)

5

5 (2)

6

6 (2)

7

773 (2)

Symbols

F ***S***

F

f2f (2)

S

s.d (2)

Internet Addresses

Highlighting

Keywords

Stickers

To Do Items

Attachments

Discarded Attachments

*Created***Creation Dates*****June, 2005 (6)***

Changed

Change Dates

June, 2005 (6)

March, 2018 (1)

Due Dates

SuperFind Results